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Message from Chairperson

On behalf of the Gindaja Board of Directors, I am pleased to present the Gindaja Strategic Plan for July 2021 – June 2024.

The Strategic Plan has been developed by the Board of Directors in consultation with the Chief Executive Officer and Senior and Middle Management to provide a framework for our vision and strategies for the next three years.

Our key strategies are focused on Gindaja's Services, People, Funding and Infrastructure, which aim to achieve a robust well documented Governance Model, Model of Care and improved infrastructure for our clients and staff.

I would like to take this opportunity to thank the members, Directors, all Gindaja staff and community members for their ongoing support and commitment. Because of this support, Gindaja will continue to provide quality alcohol and drug recovery services to people in Yarrabah and also to those outside the community, that come and become part of the Gindaja family.



Board of Directors



Chairperson – Gregory Fourmile



Janine Yeatman



Mary Kyle



Jasmine Graham



Andrew Malcolm



Sandra Houghton



Lynese Hari

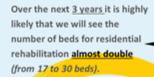
Future Proofing

Gindaja Treatment Services Future Proofing the next 3-5 years



This increased demand will then lead to a need for potentially new positions to be created within our LWBC team - potentially:

- Coordinator/Team Leader
- ✓ New Aftercare Client Support Officer/s
- ✓ Intake/Referral
- √ Reception/Admin





- **Human Resources support**
- Office Space/Staff Areas
- Equipment (computers, phones, furniture etc.)
- ✓ Training/Professional Development
- ✓ Administration support
- ✓ Overall Treatment Services Budget



This will inevitably lead to a need to expand the number of staff to support this increased work load

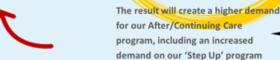
- potentially including:
- Middle management
- Client Support Officers
- ✓ Client Programs Officers
- ✓ Health Workers
- ✓ Weekend Workers





















VALUES

- Commitment
- Transparency
- Respect
- Person Centred
- Strong Work Ethics

VISION

Provide leading AOD service to support our people with their healing journey

MISSION

Gindaja provides culturally appropriate, specialised AOD care and support services in the areas of

- Education
- Treatment
- Recovery
- Healing

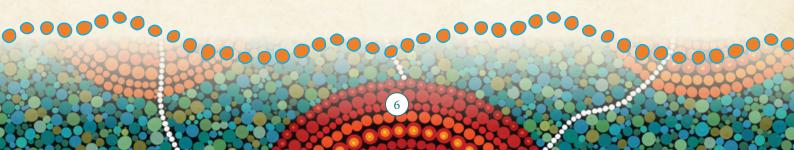
To people with alcohol and substance dependencies in Yarrabah and Beyond

STRATEGIES

Services	People	Funding	Infrastructure
Gindaja's Model of Care will lead an Indigenous best practice approach to Gindaja's Treatment Services	Engage a committed and skilled team that reflects Gindaja's culture and values	Achieve financial freedom	Maintain and expand existing infrastructure to allow for future development

KEY PERFORMANCE INDICATORS

Services	People	Funding	Infrastructure
Finalise and evaluate Gindaja's Model of Care ensuring that	Improve efficiencies and productivity across all teams	Increase revenue	Ensure that Gindaja's current infrastructure is appropriately
it is effective and culturally appropriate	Gindaja's Governance Framework continues	Investigate full and flexible funding for all Gindaja services and operations	maintained Achieve funded upgrade of Residential & LWBC
Ensure Gindaja's Treatment Services are responding to identified community need	to reflect our Vision and Values		sites Develop future expansion opportunities





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